

2025

SUSTAINABILITY REPORT

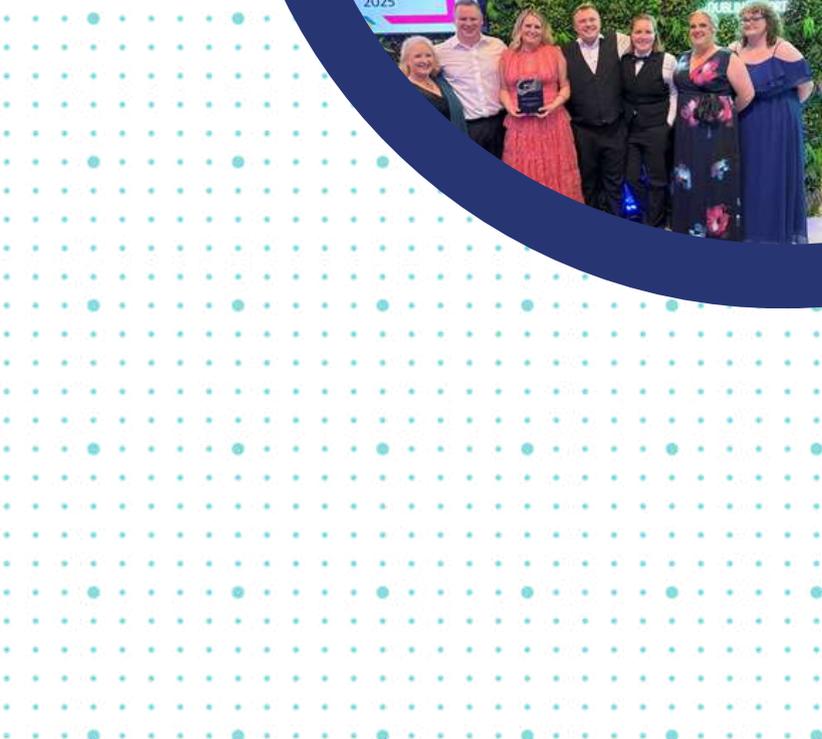


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EXECUTIVE SUMMARY

COMPANY BACKGROUND

McKeon Group is a family-owned Irish construction and fit-out contractor, proudly serving clients since 1950. Based in Ashbourne, Co. Meath, we have built our reputation on delivering high-quality, detail-focused projects in complex environments. Our mission is to sustainably improve the human experience in the buildings, spaces, and places we create and maintain.

KEY CHALLENGES



As we continue to grow, we face the challenge of maintaining our high standards of quality and compliance while scaling our operations. Managing increasingly complex maintenance portfolios, meeting evolving regulatory requirements, and ensuring operational excellence without compromising service or profitability are central to our ongoing efforts.

STRATEGIC APPROACH

Our strategy is rooted in continuous improvement, innovation and stakeholder engagement. We invest in advanced technologies, such as collaborative CAFM platforms and AI-driven tools, to enhance efficiency and decision-making. We prioritise sustainable practices and robust governance, ensuring our operations align with both client expectations and regulatory standards.

FINANCIAL OUTLOOK

We are positioned for sustainable financial growth, driven by operational efficiency and scalable solutions. Our investments in technology and process optimisation are designed to support revenue growth and healthy profit margins, while maintaining disciplined cost control and adaptability to market changes.

FUTURE VISION

Our vision is to lead the construction and fit out sector through innovation, sustainability, and a people-first culture.

IMPLEMENTATION PLAN

We implement our strategy in structured phases, beginning with discovery and planning to ensure alignment with business objectives. This includes executive workshops, stakeholder engagement and pilot projects to validate new solutions. Ongoing training, policy development, and regular reviews ensure effective integration, clear accountability and measurable progress.

About Us

We are McKeon Group, a family-owned business with over 70 years of experience delivering exceptional construction, fit out, and facilities maintenance services across Ireland. Based in Ashbourne, Co. Meath, we pride ourselves on combining traditional craftsmanship with modern innovation to create sustainable spaces while enhancing the human experience.



Our team is committed to quality, safety, and sustainability, holding ISO certifications across key standards to ensure excellence in everything we do. Through our Construction and Facilities Maintenance Services divisions, we offer a comprehensive service portfolio, from concept to completion, built on trust, collaboration, and a passion for delivering projects that consistently exceed expectations.



A Year in Review

This year, McKeon Group continued to build on our commitment to responsible business, delivering meaningful progress across environmental, social, and governance areas. Our team's efforts focused on sustainability, community support, employee wellbeing, and maintaining the highest standards of governance. Here are five highlights that reflect our impact and priorities over the past year:



Installed a **34-panel solar PV system** at headquarters, now generating 30% of annual electricity and reducing reliance on grid power.



Electrified 35% of the company fleet, expanded EV charging infrastructure at HQ, and advanced the transition to lower-carbon transport across operations.



Completed **comprehensive carbon footprint assessments** for 2022 and 2023, establishing baselines for Scope 1, 2, and 3 emissions and enabling transparent climate action tracking.



Enhanced biodiversity on project sites by installing **bat and swift boxes, planting 100 native trees, and delivering pollinator-friendly landscaping schemes.**



Implemented robust waste management systems, held **“waste-free days,”** and raised **€3,000 for charity** through the Re-Turn cans and bottles recycling initiative.

Our Values

At McKeon Group, our values are built on responsible business practices. We work to reduce our environmental impact through resource monitoring, recycling, waste segregation, and expanding our electric vehicle fleet. Our projects utilise sustainable construction, renewable energy, and biodiversity protection, all of which are supported by ISO accreditation.

Governance at McKeon Group means transparency, accountability, and compliance. Our Board and executive leaders oversee our Responsible Business strategy, with dedicated ESG roles and strong policies for safety, equality, and data protection. We maintain certifications and memberships to ensure adherence to best practices.

Responsible business is a continuous journey. Our commitment to environmental, social, and governance principles shapes every decision, keeping McKeon Group a trusted partner and a positive force in our industry and communities.

Social responsibility is at our core. We promote fairness, equality, and inclusion through safety training, charitable giving, apprenticeship programs, and diversity initiatives. Our team benefits from wellness events, flexible work options, and a culture that encourages growth.

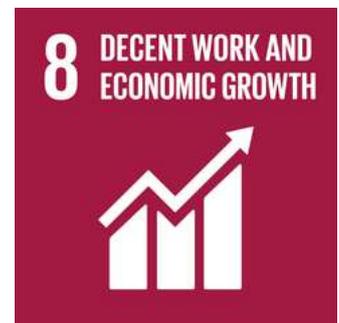


Our Commitment to Sustainable Development Goals

McKeon Group's Responsible Business Framework is aligned with the United Nations Sustainable Development Goals (SDGs), ensuring our operations support global sustainability. We identified priority SDGs most relevant to our business and stakeholders, focusing on areas of most significant impact.

Our five pillars - **Preserving Our Planet, Building Our Relationships, Delivering Innovative Services, Acting With Integrity, and Governance** - were developed to support these SDGs. Each pillar is directly aligned with SDG themes, guiding our approach to sustainability, social responsibility, innovation and governance.

This framework enables us to set clear targets, monitor progress, and transparently report SDG contributions, strengthening long-term value for clients, communities and the environment.



Our Pillars



Preserving our Planet



Building our Relationships



Acting with Integrity



Delivering Innovative Services



Governance

At McKeon Group, our approach to responsible business is grounded in four core pillars that inform every decision we make. These pillars—Preserving Our Planet, Building Our Relationships, Delivering Innovative Services, and Acting With Integrity—reflect our commitment to sustainability, partnership, innovation and ethical conduct.

We integrate these principles into daily operations, from reducing our environmental impact and supporting our communities to driving continuous improvement and upholding the highest standards of governance. Our leadership and teams work together to ensure these values are embedded across all projects and partnerships, creating long-term value for our clients, employees and society.

Through this framework, we strive to deliver positive outcomes and set new benchmarks for responsible growth in the construction and smart building sectors.

3 GOOD HEALTH AND WELL-BEING



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



Preserving our Planet

Preserving Our Planet is the Group’s first ESG pillar, aiming to minimize environmental impact, reduce carbon emissions, and promote responsible building practices. The Group leads by example, integrating sustainability and innovation into every project, with measurable targets and continuous review.

Key themes include **climate change**, the **impact of nature**, and **waste management**.

Initiatives encompass solar PV installation, fleet electrification, cleaner site energy, and resource efficiency through metering, responsible water use, greywater harvesting, and robust waste management, including segregation, recycling, upcycling and community donations, such as “waste-free days” and charity fundraising.

The Group also sets ambitious targets for reducing operational emissions, increasing the adoption of electric vehicles, and achieving zero EPA enforcement notices. Continuous monitoring and transparent reporting support progress, while employee engagement and cross-functional collaboration drive the success of these environmental initiatives.



Biodiversity is enhanced by habitat creation, tree planting and pollinator-friendly landscaping. Sustainable construction practices, digital innovations, and McKeon Group Green+ Programme empower teams to deliver tailored ESG actions and drive continuous improvement.

Building our Relationships

People and partnerships are at the heart of McKeon Group's success. We are committed to fostering strong, ethical relationships with our suppliers, subcontractors, clients, and the communities in which we operate. Our supplier engagement includes clear codes of conduct, fair payment policies, and ongoing collaboration to promote responsible practices throughout our value chain.

We actively support local communities through charitable giving, volunteering and sponsorships, and we encourage our employees to participate in social impact projects that make a real difference.

Education and opportunity are also central to this pillar, with partnerships that provide internships, scholarships, and career talks for students. By fostering open communication, mutual respect, and shared values, we create lasting connections that benefit our business and society as a whole.



Acting with Integrity

Integrity is the foundation of our culture and underpins every aspect of our business. We prioritise the health, safety, and well-being of our people through comprehensive management systems, regular training, and a proactive approach to risk management.



Work-life harmony is supported by flexible policies, well-being programs, and a culture that values every individual's contribution. We are committed to promoting equality, diversity, and inclusion through targeted initiatives that aim to improve gender balance, foster professional growth, and ensure fair opportunities for all.



Our governance framework ensures ethical conduct, transparency and accountability, with robust policies covering anti-corruption, data protection, and responsible procurement. By fostering a supportive and principled environment, we empower our employees to thrive and ensure our values are reflected in every project and partnership.



Delivering Innovative Services

The Delivering Innovative Services pillar focuses on advancing the circular economy, responsible sourcing, and customer-centred innovation. McKeon Group aims to create long-term value while minimising environmental impact, with ongoing efforts to embed sustainability and integrity throughout the supply chain.

Key themes include the responsible sourcing of materials, circular economy initiatives, and enhancing the customer experience. Ongoing initiatives include modern slavery training for all employees, increasing the recycled content in materials, and prioritising FSC-certified timber and low-carbon concrete. Additionally, we implement customer satisfaction reports and roll out passion projects that encourage employees to pursue their passions.

The Group actively participates in material exchange platforms, internal swap shops, repair cafés, and returnable packaging collaborations. Targets include 10% recycled content in materials by 2028, 70% FSC-certified timber in 2025, and 50% of redundant client furniture repurposed or upcycled by 2030. Continuous monitoring, transparent reporting, and collaboration with suppliers and clients support these goals.



Customer experience is improved through Net Promoter Score tracking, post-completion feedback, and annual innovation initiatives. While research and development, technology adoption, and cross-functional collaboration drive ongoing improvements.

The Group's commitment to innovative solutions ensures that sustainability, ethical sourcing, and exceptional service remain central to project delivery and future growth.

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES





Governance Strategy

Integrity and transparency are at the core of our governance approach. McKeon Group operates under accredited management systems and robust policies covering quality, safety, data protection, and ethical conduct. Oversight by our Board and executive team ensures accountability and alignment with our values. Regular reviews and ongoing staff training reinforce our commitment to making responsible decisions and maintaining stakeholder trust.

- Accredited to ISO 9001, 14001, 45001, and 27001 standards
- Robust policies on data protection, equal opportunities and anti-corruption
- Board and executive oversight ensure alignment and accountability

ISO 9001
Quality
Management
System

ISO 14001
Environmental
Management
System

ISO 27001
Information
Security
Management
System

ISO 45001
Health & Safety
Management
System





Stakeholder Engagement & Materiality

At McKeon Group, our sustainability journey is driven by active engagement with a diverse range of stakeholders, including employees, clients, suppliers, subcontractors and local communities. We recognise that understanding their perspectives is essential to building a strategy that delivers real value and impact.

We utilise a range of channels to gather input, including employee surveys, supplier briefings, client feedback sessions, and community consultations, throughout project planning and delivery. These interactions help us identify the environmental, social, and governance topics that matter most, ensuring our Responsible Business Framework is focused, relevant, and adaptable to changing stakeholder needs and industry developments.

Our materiality assessment prioritises issues based on their significance, regulatory requirements, and our ability to drive change. Recent surveys have highlighted climate action, resource efficiency, and wellbeing, which are shaping our annual targets and initiatives. Focusing on key topics keeps our strategy relevant.

By fostering open dialogue and collaboration, we keep our strategy responsive to evolving expectations and industry trends. This approach strengthens trust and transparency, enables us to anticipate risks, seize new opportunities, and deliver sustainable outcomes for all stakeholders. Our commitment to engagement ensures that our sustainability journey is inclusive and future-focused.

Implementation & Accountability

McKeon Group's sustainability strategy is delivered through a transparent, accountable process. The Board and ESG Working Group set direction, while Pillar Sponsors and Theme Owners drive action across each pillar. Implementation begins with structured phases, including discovery, planning, and pilot projects, to validate solutions and align them with business goals.

Dedicated teams oversee ongoing training, policy development, and integration of best practices, supported by regular reviews and performance tracking. Roles and responsibilities are clearly defined, enabling cross-functional collaboration and continuous improvement.

Accountability is reinforced through measurable targets, transparent progress updates, and regular meetings of the ESG Committee. This approach embeds sustainability in daily operations and empowers every employee to contribute, ensuring lasting value for clients, our people, and the communities we serve.

We foster a culture of ownership and engagement, encouraging employees at all levels to actively participate in sustainability initiatives. Regular communication, recognition of achievements, and opportunities for feedback help drive motivation and continuous learning.

By empowering our teams and celebrating progress, we build momentum for ongoing improvement, ensuring that our sustainability goals remain a shared responsibility.



Summary

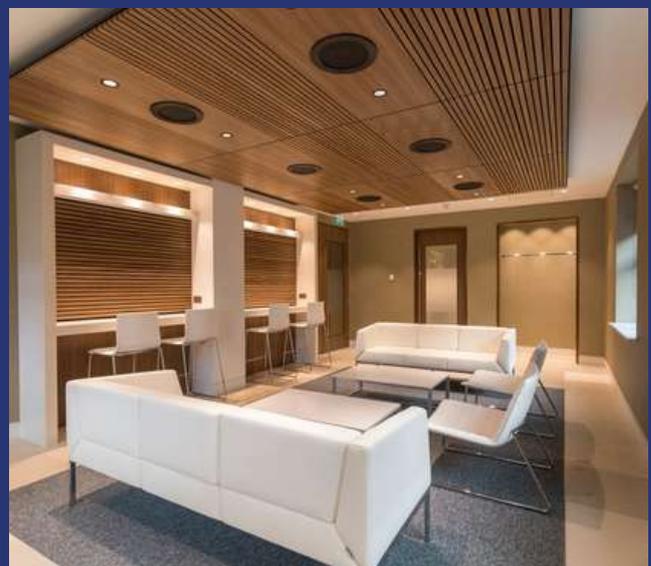
This year, McKeon Group made significant strides in our responsible business frameworks through environmental stewardship, social engagement, and strong governance.

We expanded our electric vehicle fleet, installed solar panels at HQ, and launched new recycling and biodiversity initiatives. Our people drove positive change through charity fundraising, volunteering, and local sponsorships, while ongoing training, apprenticeships, and wellness events fostered a culture of inclusion and growth.

Governance was strengthened with ISO accreditations, robust policies and regular reviews, ensuring transparency and accountability across all operations.

What's Next?

Looking ahead, we remain focused on scaling our sustainability efforts, deepening community partnerships, and enhancing employee development. Planned initiatives include further EV fleet expansion, new circular economy projects, and continued investment in training and wellbeing, ensuring McKeon Group continues to lead with purpose and impact.



Work with Us

At McKeon Group, we believe in fostering lasting partnerships built on trust, collaboration, and shared values. Whether you're a client, supplier, or community partner, you'll find our team dedicated to delivering quality, innovation, and responsible business at every stage.

Join us as we continue to shape sustainable spaces, support our communities, and invest in our people.

Work with us and experience a commitment to excellence that goes beyond construction, creating a positive impact for everyone involved.



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